Secy. IL-27—100,000—31-5-48.

Development 1948) Department.

MS SERIES

G.O. No. 1210

Dated 11 — 3 — 1948

[Despatch Abstract.]

[redacted] CO-OPERATIVE SOCIETIES : NON-OFFICIAL EUPL YERS : SERVICE CONDITIONS : REPRESENTATIONS TO GOVERNMENT : ORDERS PASSED.

GOVERNMENT OF MADRAS
Abstract.
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CO-OPERATIVE SOCIETIES - Non-official employees - Service conditions Representations to Government - Orders passed.

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Development Department.

G.O. (Ms) No. 1210. Dated, the 11th March 1948

READ - the following:-

Memorandum of the Nellore District Non-official Co-operative Employees Association, dated 14th June 1946

Memorandum of the Madras Provincial Non-official Co-operative Employees Association dated 13th November 1946

Letter from the President of the Anantapur District Co-operative Non-Official Employees Association dated the 25th September 1946.

Letters from the President of the Madras Provincial Non-official Co-operative Employees Association dated the 4th November 1946, the 9th September 1947, the 13th September 1947, 5th November 1947, 26th November 1947, 8th January 1948 and 20th January 1948.

Letters from the Registrar of Co-operative Societies, No. 14289/46-A dated the 6th December 1946, 28th December 1946 and the 31st January 1948.

ORDER:

The Government have recently received numerous representation from the Madras Non-Official Co-operative Employees Association and other associations of non-official co-operative employees containing suggestions for the improvement of the service condition of these employees. The Government have carefully examined these suggestions and concluded that, as the question was an important one, it was advisable to place the whole matter before the Provincial Co-operative Advisory Council. The Registrar of Co-operative Societies was accordingly asked to take necessary action in the matter.

2. The Madras Provincial Co-operative Union appointed a sub committee to go into the general question of service conditions of non-official co-operative employees and the sub committee made its recommendations. The Registrar of Co-operative Societies placed the recommendations of the Sub Committee before the Provincial Advisory Conncil and has communicated its views to the Government.

3. The Sub Committee appointed by the Madras Provincial Co-operative Unon made the following recommendations and suggested that they might be adopted by the provincial institutions, central banks, wholesale stores, urban banks and land mortgage banks with a share capital of Rs. 3 lakhs or a working turnover of Rs. 3 lakhs.

(i) Scales of pay of certain employees:

	Scale of pay
Clerks, Supervisors, Inspectors, Cashiers or shroffs.	Rs.40-2-60
Accountant	Rs.60-4-100
Secretary or Manager.	Rs. 100-10-150
Peons and attenders.	Rs.15-1-25.

(ii) Allowances:

Dearness allowance - Rs.18 or 17½ per cent whichever is greater.

House allowance and Bonus. -As far as funds permit.

(iii) Travelling allowance and daily allowance:
The Sub Committee considered that the existing rates were poor and required revision.

(iv) Gratuity: Gratuity should not be given in addition to and irrespective of the amount in the Provident Fund, but should be given according to the following scales.

(a) For an employee who has put in at least 10 years satisfactory service or if he dies in service:

(1) If he has Rs. 1,500 or more in his Provident Fund inclusive of the society's contribution and exclusive of any loan - Nil.

(2) If he has less than Rs. 1,500 exclusive of any loan taken by him - the difference between Rs. 1,500 and the amount to his credit in the Provident Fund including the Society's contribution subject to a maximum of 3 times his substantive pay on the date of retirement or death.

(b) For an employee who has put in 5 years service and who dies or is medically incapacitated - a gratuity of 15 days pay for every year of service upto a period of 9 years.

(v) Medical Relief: The health and welfare of the employees being the rightful concern of the employer Provincial Societies, Central Banks and wholesale stores should provide medical aid to the employees.

(vi) Employee's Reserve Fund: Every society should create an Employees Reserve Fund from out of the net profits after making provision for other existing reserves but Reserve Funds should not be utilised for the payment of increased salaries.

(vii) Fines: Should not be abolished.

The Provincial Co-operative Advisory Council considered the above recommendations and passed the following resolution:

"In regard to scales of pay, allowances and gratuity, the recommendations of the sub committee of the Provincial Co-operative Union are accepted and may be recommended to the co-operative institutions for adoption, consistent with their financial resources.

Regarding medical relief, wherever possible, the Central institutions may provide for it.

There is no objection to an employees reserve fund being created out of the net profits of co-operative institutions as a last item of the existing distribution of profits provided this employees' reserve fund is employed for medical relief or some special distress of the employees. The Statutory Reserve Fund cannot be touched to benefit the staff."

4. As regards the constitution of a separate Provincial Board to which the aggrieved employees might prefer an appeal, the sub committee of the Madras Provincial Co-operative Union recommended the constitution of such a board with the presidents of the provincial institutions as members. But the Provincial Co-operative Advisory Council considered that in view of the jurisdiction of the Civil Courts in disciplinary matters over the staff under section 51(1) of the Co-operative Societies Act there was no need to constitute such a board.

5. The Provincial Council also resolved that no special powers need be conferred on the Registrar to compel co-operative institutions to adopt service rules as the existing provision

under Rule II (uu) of the rules made under the Co-operative Societies Act required coeeperative institutions to adopt service rules. Where co-operative institutions successively and deliberately refuse to do so, the Council considered that it was open to the Registrar to invoke the powers of supersession.

6. As regards the setting up of a joint boards of employers and employees in districts to determine the strength of employees of each institution, the C ouncil accepted the suggestion of the Sub Committee of the Provincial Co-operative Union that no such joint boards were necessary.

7. The Government accept the views of the Provincial Co-operative Advisory Council. The Registrar of Co-operative Societies is requeste to issue a circular to all societies suggesting the scales of pay and the other concessions for their adoption.

(By order of His Excellency the Governor)

xx xx
Secretary to Government

To the Registrar of Co-operative Societies.

/True copy/

Superintendent,
Madras Record Office, Egmore.

Sk.

GOVERNMENT OF MADRAS
Development Department.

Fort St. George,
the 11th March 1948.

Letter No.41111-Bi/46.

To

The President of the Madras Provincial
Non-official Co-operative Employees Association,
NELLORE.

Sir,

Sub: CO-OPERATIVE SOCIETIES - Non-official employees - Service conditions - Representations.
Ref: Your letter dated the 26th November 1947 and other correspondence on the subject.

I am directed to state that as the questions connected with the improvement of service conditions of non-official co-operative employees were complicated in nature, the whole matter was considered by a sub committee appointed by the Madras Provincial Co-operative Union and its recommendations were placed before the Provincial Co-operative Advisory Council for its views. A copy of G.O. (Ms) No. 1210 Dev. dated the 11th March 1948 containing the recommendations of the Sub Committee, the views of the Provincial Council and the orders of the Government thereon is enclosed.

ith reference to your request for an interview with the Honourable Minister for Local Administration, I am directed to state that as the whole subject has been considered both by the sub committee of the Provincial Co-operative Union as well as by the Provincial

Advisory Council, the Government do not consider it necessary to receive any more representations in the matter.

Yours obediant servant,

Sd/.....
Secretary to Government.

/True copy/

Superintendent,
Madras Record Office, Egmore.

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